

Faculty Academic Salary Incentive Program (FASIP) for Sponsored Awards

Frequently Asked Questions

- 1) If I direct charge a sponsored award with a salary cap and my salary is over the cap, why don't I recover 33% of my over-the-cap salary and benefits?

Per the policy, faculty are eligible to receive 33% of what was direct charged to the sponsored award. Since the sponsor caps the amount of salary that can be directly charged to the award, faculty that participate in this program are able to recover 33% of the allowed up-to-the-cap salary and fringe direct charged to the award. FAS/SEAS will pay the amount of academic salary and benefits in excess of the cap, although this portion does not qualify for the incentive payment.

- 2) Is there a deadline or open period for enrolling in this program?

No. Faculty can opt into this program at any time during the year. To enroll in the program, please contact your local grants manager or Department Administrator.

- 3) Can I direct charge my academic year salary to a sponsored award that does not bear full overhead?

No. Per the policy, salary that is eligible for this program must bear the full federal overhead rate. However, academic year salary may be direct-charged to non-federal awards to meet an indirect cost shortfall. . For more information on meeting an indirect cost shortfall on non-federal awards, please refer to the FAS and SEAS Policy on Assessments on Current Use Gifts and Sponsored Awards.

- 4) Who should I contact if I have multiple awards and am not sure if this program would work for me?

If you need additional information regarding this program, please contact your local grants manager, Department Administrator, or Research Administration Services (RAS).

- 5) I am already charging my salary to a sponsored award because the overhead rate was below 15%. Do I qualify for this program?

Not for that award. The award in which your salary is being charged to recover the shortfall in overhead is not eligible for this program. In order to participate in this program, the sponsored award must bear the full federal overhead rate. You can still participate using other grant(s) that bear the full federal overhead rate.

- 6) Can I participate the FASIP program if I don't request supplemental salary?

Yes. The FASIP policy and the FAS/SEAS Supplemental Salary policy are separate. You do not need to request supplemental salary prior to participating in FASIP.

- 7) I've requested 3 months of supplemental salary and I still have more than 3 months of commitments to sponsors. Can I request to direct charge more than 3 months of my academic year salary to sponsored projects through the FASIP program to meet my sponsored effort commitments?

If you have commitments that exceed 6 months on sponsored projects, please reach out to your department's sponsored or financial point of contact to discuss your effort commitments. If requested, Research Administration Services can provide additional assistance in managing your effort commitments.